

2013 CITY OF SAN JOSE – AEA NEGOTIATIONS (Units 41/42 and Unit 43)
TENTATIVE AGREEMENT

UNION PROPOSAL #1 – TRAINING

City Counterproposal:

ARTICLE 11 BENEFITS


11.7 Training

11.7.1 The City and the Union recognize the importance of continuing education and the diverse training needs of the employees represented by the Association of Engineers and Architects. Therefore, the City shall endeavor to provide employees a minimum of twenty-four (24) hours of training per fiscal year. This goal will be accomplished through trainings mandated by Departments and the City and attendance at industry specific conferences related to an employee's position, as approved by the Department Director or designee.

11.7.2 The Union may make recommendations regarding training needs and advise department management and the Union/City Committee of specific training opportunities.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY

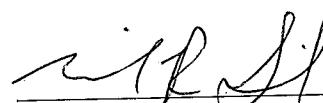
 6-25-13

Alex Gurza
Deputy City Manager

FOR THE UNION

 6/25/2013

John Mukhar
President
AEA, IFPTE, Local 21

 6/25/13

Michael Seville
Business Representative
IFPTE, Local 21